

## ASSURANCE OF COMPLIANCE

The applicant hereby gives assurance to the Rhode Island State Council on the Arts that it and any organization assisted by it will comply with:

- Section 5(I) and Section 7(g) of the National Foundation on the Arts and Humanities Act of 1965, as amended
- Title VI of the Civil Rights Act of 1964 (42 U.S.C. 200d et seq., PL 88-352), as amended
- Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794, PL 93-112), as amended
- Age Discrimination Act of 1975, as amended
- Drug-Free Workplace Act of 1988 (PL 100-690, Title V, Subtitle D)
- Titles I - IV of the Americans with Disabilities Act of 1990 (PL 101-336), as amended

The act extends to disabled persons the sort of federal anti-discrimination provisions extended to other groups in the Civil Rights Act of 1964. Even though many people think of the accessibility only in terms of "physical" accessibility, the ADA takes a much broader perspective, covering employment as well as programmatic accessibility.

**Architectural Accessibility:** The ADA requires that "reasonable accommodation" be made for people with disabilities, including "readily achievable" architectural modifications. "Readily achievable" is defined as any removal of a barrier which doesn't cost very much and is not difficult to do. The ADA also requires that all renovations and new construction provide for accessibility. However, the ADA does allow for exceptions if the cost of accessibility is disproportionate to the rest of the renovation expense.

**Program Accessibility:** is required for an organization's programs as a whole. This means for example, that not every performance of a theatre production must be sign interpreted, but that at least one performance of each production should be; conversely a museum mounting a special exhibition for the blind might not be considered in compliance if none of its ongoing programs or current exhibitions have been made accessible. Some examples of program accessibility for performing arts institutions are: Sign-interpreted performances or the availability of some type of assistive listening device for hearing impaired people; large-print, braille and audio versions (which may include audio description) of the program for use by visually impaired or learning disabled patrons; provide a TDD for communication with speech or hearing impaired persons. Examples of program accessibility for visual arts institutions might include: Large-print labels, cassette recordings of printed materials, audio descriptions and "touch-tours" for visually impaired visitors; sign-interpreted lectures and tours, and telecommunications devices for hearing impaired visitors; specially designed tours and written materials for learning disabled visitors; re-designing exhibitions to ensure that all artwork, especially objects on pedestals, including associated interpretive signage, are viewable by someone in a wheelchair.

**Employment:** For organizations with 15 or more employees, the ADA requires that hiring practices, working conditions and work spaces must not result in discrimination against persons with disabilities. This includes the obligation to make reasonable accommodation to an employee's disability.

- Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq), as amended, where applicable
- Article I Section 2 of the RI Constitution
- RI Executive Order 85-11 Equal Opportunity and Affirmative Action Policy, where applicable
- RI Hotels and Public Places Act (RI GL 11-24)
- RI Fair Employment Practices Act (RI GL 28-5)
- RI Handicapped Discrimination Prohibited Act (RI 42-87)
- RI Aids Discrimination Prohibited Act (RI GL 32-6-22)
- RI Equal Opportunity and Affirmative Action Act (RI GL 28-5.1)

to the end that no person in the United States shall, on the grounds of race, color, religion, sex, age, national origin, handicap or sexual orientation, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity of the applicant.

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Signature of Authorizing Official

Date

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Organization

Application/Grant No.